25X1A Approved For Release 2000/05/05 : CIA-RDP73-00027R000100070002-2

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DIARY NOTES

DD/S

29 May 1968

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- 1. Dr. Tietjen advised this morning that Dr. had been admitted to Arlington Hospital with chest pains and is in the Intensive Care Ward.
- 2. Sequence of Program Activities: This date I talked to Colonel White and recommended that we take in orderly sequence the various steps connected with Fiscal Year 1969 budget and BALPA as regards to personnel ceiling. He advised that if we mix these up in one pot we will never really know what we are trying to do. I suggested we act as follows:
 - a. All personnel increases for Fiscal Year 1969 be deleted.
 - b. Requests for allocation of positions for the BALPA returnees be made so that all concerned will know what ceiling allocations they will have and what over-ceiling problems will remain.
 - c. That after these two are completed any important requirement which cannot be met through the reassignment or readjustment of BALPA returnees could be the subject of a request to the Executive Director for ceiling allocation out of the ceiling save on BALPA 1. Colonel White affirmed that there will be no ceiling increases in the Fiscal Year 1969 budget and that he will make an early decision on (b) above on the BALPA returnees.
- 3. The Executive Director advised he will be away over the weekend. Security and other appropriate offices have been notified in the event some emergency pending action must be taken. Additionally, Logistics Services Division is taking advantage of his time away and is making construction changes for the enlargement of his office.

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4. Executive Inventory: Since we have not had an Executive Inventory for over a year, I asked to draft a notice to the Head of each DD/S Office for an Executive Inventory review. We will schedule meetings after two or three weeks for such a review.

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25X1A 25X1A 5. Howard Osborn advised that the Subject, a Polygraph Officer based in was on a TDY at and went on a several days' 25X1A drinking spree. He was returned to and Osborn is sending a message that he should be returned to Headquarters as soon as reasonable arrangements can be made. Subject is a BALPA returnee and this simply expedites his return.

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Subject, a proposed summer intern for DD/I, has certain medical problems of a psychiatric and adjustment nature together with several security issues, but none of these problems are of a very serious nature. It was decided that the Office of Medical Services would not approve him for employment since he is a proposed summer intern which might lead to consideration for staff employment, during which time he would have access to sensitive information. He was previously informed that if all criteria were met he might EOD on 12 June. This is rather late notice and hopefully no problem will develop. Subject has an uncle, a GS-12, in OBGI. I asked Mr. Wattles to make sure that the uncle was informed of our action in advance and that this case was most carefully handled to avoid any repercussions.

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MEMORANDA

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149 Tue

Tuesday, May 28, 1968

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DIARY NOTES

DD/S

24 May 1968

- * 1. Plan for Assignment of BALPA I Returnees: On this date Mr. Wattles and I discussed with Colonel White the reporting to the DCI by 1 July of a plan and development of BALPA I returnees. The elements covered were as follows:
 - a. Internal reassignment--Mr. Wattles is calling a meeting on 27 May of interested parties in order to develop a system for the reassignment of returnees. The idea will be to make known recommendations of skills by Directorates and then determine whether BALPA returnees or their substitutes can provide the necessary skills.
 - b. Wattles will explore with the Civil Service Commission other openings in the Federal establishment in which BALPA returnees might be placed and specifically follow up with agencies which have such openings to determine the specifics of the job openings.
 - c. Any assignment outside of the Agency would carry with it a guarantee of re-employment rights. We will be prepared to make some assignments on a non-reimbursable basis.
 - d. After the Director and particularly DD/P determines its plans for assignments of the returnees, a more definitive estimate can be established. It is considered, however, that there will be some increase in internal training and certainly some consideration of external training.

I advised the Executive Director that the DD/S will have assignments for all its 158 BALPA returnees. We have not yet come up with any training requirements as we expect to have working assignments for each such returnee. Mr. Wattles is to produce his initial report by 15 June for consideration by the Executive Director.

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- 3. It advised the Executive Director that this employee was missing and that Security was conducting a search. In the latter part of the afternoon, Security advised that the girl had been found. The Executive Director asked whether the parents had been notified and it was determined that they had not been so notified as the employee had been estranged from them for over a year.
- 4. Summer Employee Cases: I met with Dr. Tietjen and Bob Wattles to discuss three summer employee problem cases. The following action was taken:
 - a. Has a heart condition--arranged for a medical interview.
 - b. Has a series of allergies and hypersensitive--removed from the list of employee consideration.
 - c. Has dizzy spells and under a doctor's care-removed from the employee consideration list.

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10:30 DD/S Staff	2:45
10:45	3:00 Dr. Tietjen,
11:00	3:15 - Progress report on
11:15	3:30 task force
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MEMORANDA

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Tuesday, May 21, 1968

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DIARY NOTES

DD/S

20 May 1968

25X1A 25X1A Jack Blake called to advise that GSA is under some pressure to respond to a requirement from the Office of Emergency Planning and this concerns the availability of the GSA asked if we could give an early decision as they would like to honor our request. I informed John Clarke of this development and asked him to expedite the Executive Director's reply to our request for this space.

25X1A

- 2. Educational Aid Fund: arrived this morning to head up the team to consider \$88 applications for scholarship aid from which we will grant 28 scholarship fund awards. This will take the remainder of this week.
- 3. Summer Employees: I briefed the Executive Committee on the status of our summer employment program advising that we had 874 applications and only 395 jobs. I further advised that we would send about 290 reject letters and 100 stand-by letters and that our selection for the jobs is from the top of the list of test results. The Director commented that this is the only way to handle such a problem rather than setting up an elaborate reviewing program. Colonel White mentioned the necessity for supervision of summer employees and cited some examples that he found last year where supervision was lacking.

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25X1A

4. Manpower System: On 17 May I checked and found that Vince has already been released by FE and has reported to PPB for his new assignment as Manpower Planning Officer. His early release came after a conversation between the Executive Director and Chief/FE. In this regard Mr. Wattles called and advised that the Manpower Study in his judgment called for a first stage where structure the Manpower Reporting System and after that is accomplished a second group could be assigned to plan and implement the program. I agreed to this in principle but advised I would like to know of proposals after he is in the job.

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SECRET



5. Applicant Testing Program: I had asked that a meeting be called to review the status of the Applicant Testing Program which is to go into effect on 1 July. The following information developed in the course of discussions:

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- a. will have completed his revision of the test forms by Monday of next week, 27 May. He has divided the program into two sections reducing it to four booklets and three answer sheets. The first half is on intellectual ability and the second half measures the other aspects of value to the Agency but not specifically related to intellectual ability.
- b. Location of testing sites—eight cities to serve as metropolitan area testing centers have been identified and 73 university sites are listed. The list is not complete pending revision of the numbers of universities proposed to be visited in the FY 1969 recruiting year. This list should be complete within two weeks.
- c. The instructions to the recruiters while approved have not been released pending approval by the Executive Director. This will be obtained when the Executive Director is briefed on the status of this program.
- d. The question was raised as to whether the FCDP was the proper test to serve our interests and whether or not the FSEE might be substituted. This opened the door to a lengthy discussion involving the whole testing system and the various relationships of testing to the recruitment program. I advised that I wish the group to convene to consider the various factors raised in this discussion but principally to recommend an alternative course of action for testing purposes should our testing on campus and in cities become a public issue and we have to resort to another system. I raised the alternative course of action because of developments on campus and the possibility that Senate 1035 may pass in some modified form.

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The following action was taken: Deputy Director of Personnel for Recruitment and Placement, was designated chairman of a group to consider testing alternatives. It is to be understood that the present program of testing to be implemented on 1 July would continue as proposed or would be subject to possible modification upon the report of the committee. Factors to be considered are as follows:

(1) Whether an all-day test should be given or whether it should be split into the intellectual test in the field and the second part to be given at Headquarters.

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,		
	(2) Consideration of the value of FSEE as an alternative should our testing program be challenged.	
25X1A	(3) Further analysis by of the value of certain sections of the FCDP testing.	
	(4) Customer (DD/P, DD/I) requirements for testing.	
	(5) Cost factors and other values in the testing program.	
	* * * * * * * * * * * * * * * * * * * *	
25X1A		
25X1A	7. Summer Employee: called and advised	- 25X1/
25X1A	that gets out of college early and will be used as a summer employee but that he will work only about 50 days	
	rather than the required 60. At the end of 50 days he will travel to be with his father. Sid wanted to know if this was proper. I advised I thought	25X1A
	it would be all right provided this is made known to Personnel in advance as	
057/44	an exception to the 60-day rule.	
25X1A	8. Security: Howard Osborn has spoken to me several times about as his Deputy and their differences in approach to	
	the management problems. It is no reflection on either but each has quite a different approach and this does not produce the alterego team concept.	
25X1A	Consideration is being given to having Charlie head up the newly-created	
•	I called Gordon Stewart this date to alert him of this development and ask for his consideration of the for a tour with the IG Staff. Mr. Stewart promised to let me know within two weeks.	25X1A

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DD/S Notes - 20 May 1968 Meeting on Applicant Testing Program -

I had asked that a meeting be called to review the status of the Applicant Testing Program which is to go into effect on 1 July. The following information developed in the course of discussions:

25X1A

- will have completed his revision of the test forms by Monday of next week, 27 May. He has divided the program into two sections reducing it to four booklets and three answer sheets. The first half is on intellectual ability and the second half measures the other aspects of value to the Agency but not specifically related to intellectual ability.
- 2. Location of testing sites -- eight cities to serve as metropolitan area testing centers have been identified. The list of university sites is not complete pending revision of the numbers of universities proposed to be visited in the FY 1969 recruiting year. This list should be complete within two weeks.
- 3. The instructions to the recruiters while approved have not been released pending approval by the Executive Director. This will be obtained when the Executive Director is briefed on the status of this program.
- 4. The question was raised as to whether the FCDP was the proper test to serve our interests and whether or not the FSEE might be substituted. This opened the door to a lengthy discussion involving the whole testing system and the various relationships of testing to the recruitment program. I advised that I wish the group to convene to consider the various factors raised in this discussion. I indicated that we must have in mind an alternative course of action for testing purposes should our testing on campus and in cities become a public issue and we have to resort to another system. I raised the alternative course of action because of developments on campus and the possibility that Senste 1035 may pass in some modified form.

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STORET

25X1A

The following action was taken:

Deputy
Director of Personnel for Recruitment and Placement, was
designated chairman of a group to consider testing alternatives.

It is to be understood that the present program of testing to be implemented on 1 July would continue as proposed or would be subject to possible modification upon the report of the committee.

Factors to be considered are as follows:

- a. Whether an all-day test should be given or whether it should be split into the intellectual test in the field and the second part to be given at Headquarters.
- b. Consideration of the value of PSEE as an alternative.

25X1A

- c. Further analysis by of the value of certain sections of the FCDP testing.
- d. Customer (DD/P, DD/I) requirements for testing.
- e. Cost factors and other values in the testing program.

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Testing proporly
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9:30	1:45	25X1A
9:45	2:00	
10:00 Wattles,	2:15	
10:15 Retirement - selection-out	2:30 Executive Officers Group	
Sep. compensation	2:45	25X1A
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NEXT MONTH JUNE

MEMORANDA

Bush

Approved For Release 2000/05/05 : CIA-RDP73-00027R000100070002-2

Friday, May 17, 1968

228

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MEMORANDA		

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140 Sun., May 19, 1968 226 139 Sat., May 18, 1968 227

25X1A

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DIARY NOTES

The

DD/S

17 May 1968

25X1A

25X1A

Retirement Program: I met today with Messrs. Wattles, and regarding retirement incentives and for presentation of such a program to a Deputies' meeting. We discussed aspects of the following: trial retirements, a selection-out system, CIA Reserve Program, involuntary separation payments, career management and the creation of a special employee board. It was agreed that we should prepare staffing papers for the trial retirement, the involuntary separation payments and perhaps the selection-out system. It was further agreed that we would prepare an outline of the proposals for this package of benefits for presentation at the Deputies' meeting. It was further agreed that we would also present these in graphic chart form for presentation to the Deputies showing how each program dovetails into the other. I set the deadline for presentation of this as 6 June with the material to be presented in advance to me for approval.

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9:30	Colonel White	1:45	"Wheels Up"	
9:45	Wattles re:	2:00		
10:00		2:15		
10:15		2:30		
10:30	DD/S Staff (RLB did not attend	2:45		_
10:45		3:00	Midcareer Speech	
11:00		3:15		
11:15		3:30		
11:30	Staff (Mr. Coffey)	3:45		
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Wattles •

MEMORANDA

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Wednesday, May 15, 1968

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10:00 Security Staff Meeting - Award	2:15	Richardson - 25X
10:15 Presentation	2:30	Manpower Report
10:30	2:45	
10:45	3:00 O	TR/Operations School
11:00	3:15	Briefing 25X1
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MEMORANDA

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Thursday, May 16, 1968

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DIARY NOTES

DD/S

14 May 1968

25X1A At Mr. Stewart's request I met with him and on 14 May 1968. Gordon wanted to discuss the assignment of a Support Services 25X1A of OTR, was not officer to his staff. Our previous nominee, accepted because Gordon wants someone with a broader background in Support operations and problems. John's primary experience is in Training and for some time he has been specializing in international Communism. Gordon stated that he wished to identify three Support officers who would be accept-25X1A in the able. They were 25X1A order of preference. I advised Gordon that both were assigned to high-priority jobs and that I could not consider them for 25X1A however, might be made assignment to the IG staff at this time. 25X1A available since he will be winding up his job and closing the station at 25X1A when he next visits headquarters later this year. Gordon will talk with 25X1A (it was later determined that was is expected at headquarters 23 and 24 May). Gordon was advised of this and an interview will be arranged. I advised 25X1A Gordon that I was considering the nomination of for his staff. We agreed that Charlie is well qualified for this kind of assignment and would bring a wealth of experience, ability, drive, and initiative to the staff. We agreed to talk about this further at a later date and to consider any other 25X1A nominees who might be made available. I will talk with Gordon again after his discussion with

* Changed to 22 nd - meeting at 1:00

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25X1A

DIARY NOTES

DD/S

14 May 1968

Testimony on S. 1035: I asked to pull together backup material for use in testimony before the House Civil Service Committee, specifically application forms and tests used in the Agency recruitment process, various statistics on recruitment, security investigations, etc. and policy papers and/or regulations governing the handling of personnel applications. Additionally we should have a listing of the Security regulations on outside activities, writing for publication, the Handbook on Employee Conduct, etc. Any other pertinent material supporting such testimony should be pulled together.

RLB:ksd

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25X1A Approved For Release 2000/05/05 : CIA-RDP73-00027R000100070002-2

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DIARY NOTES

DD/S 13 May 1968

25X1A

25X1A

25X1A

Organization of Intelligence Information Handling Committee (IHC):

I met with AD/DCI/NIPE, concerning the support requirements for his newly-created Committee which was approved by the USIB at its meeting on 9 May. At the moment the Committee personnel are housed in Room 2 E-49 and consist of two girls and four officers. They will need additionally space for three officers and one girl with a reserve for another secretary. They can be located anywhere in the Headquarters building and if necessary in Rosslyn. They will have some SIGINT and TKH material but do not need a vault and can use other existing facilities. They have no special equipment needs and will need only one or two Red Lines. They should be available to some nearby conference room. Timing is reasonably pressing but no specific date has been set. Executive Secretary, is the one with whom details should be worked out. I passed the above to

is the one with whom details should be worked out. I passed the above to for action. Should alert Personnel to the fact that a secretary is needed and Personnel should contact to make the necessary arrangements.

25X1A 25X1A

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Attached is the Duty Officer log and the NoDis cable log for 11 and 12 May.

25X1A

SIGNED R. L. Bannerman R. L. Bannerman

12 May 1968

DD/S:RLB:maq (12 May 1968 Distribution:

25X1A

Orig - via Ops Center w/atts and Duty Book
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1 - DD/S Duty Officer File w/atts

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DCI DUTY OFFICER LOG

R. L. Bannerman Deputy Director for Support

11 May 1968

1025

- O815 Checked in with Operations Center; reported to The Director's Office; activated telephones.
- Operations Center advised that R. J. Smith in his office.
- 1005 DDCI arrived; checked in with Mr. Bannerman and went to his office.

25X1A 25X1A

- Operations Center advised that next SitRep on the situation will be at 1600 today. As of this time no change in situation.
- 1110 DDCI left for day.

25X1A

- 1115 to see Mr. Bannerman.
- 1230 Mr. Karamessines called; leaving for day.
- 1315 Secured DCI Office; had telephones switched; checked out with Operations Center.

12 May 1968

- O930 Checked in with Operations Center; reported to Director's Office; activated telephones.
- 1000 Passed NoDis traffic to SAVA.
- 1230 Secured office; had telephones switched; checked out with Operations Center.

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Friday A.M. Saturday Duty -	10 May	25X1A
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9:15	1:30 To trees w/Meloon,	25X1A
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10:15	2:30	25X1A
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10:45	3:00 OTR/SIC-DIS Liaison Briefing	
11:00 Wattles	3:15	
11:15	3:30	
11:30 Staff	3:45	25X1A
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12:00 Luncheon - Messi	4:15	
12:15 Meloon, Blake,	4:30	25X1A
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MEMORANDA	5:15 Osb orn	

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131 Friday, May 10, 1968

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Approved For Release 2000/05/05: CIA-RDP73-0002-7R000100070002-2 SECRET

DIARY NOTES

	<u>DD/S</u> <u>10 May 1968</u>	
25X1A	1. TreesPrinting Services Building: Apparently at the request of the Office of Security a contract was proposed to remove a number of trees reported close to the fence in the rear of the Printing Services Building. After reviewing some of the initial reports which indicated a large-scale removal I visited the area with Messrs. Meloon and Some of the trees marked for removal are large, old and healthy trees and I could not see the necessity for removal of these trees. The contract has already been let and the clearing crew is already in action. I pointed out several trees to that should not be removed. Additionally I called Howard Osborn and expressed my concern about the removal of some magnificent trees which I did not think impinged upon the security of our perimeter fence. He said he would visit the scene right away and review the matter firsthand.	25X1A
25X1A	* * * * * * * * * * * * * * * * * * * *	
25X1A 25X1A	2. Position of Manpower Control Officer, PPB: John Clarke is anxious to fill this position particularly as a result of Colonel White's memorandum of 8 May requesting that an Agency Manpower Control System be instituted. John Clarke is also pushing to have take over this job. It is my belief shared by others) that this is not a suitable assignment for whom we plan to use in the Personnel Retirement Program. Following the meeting today of Clarke, Wattles, and Chuck Briggs further consideration was given to the nominee for this position. We have tentatively agreed that would be the best candidate but I will have to work this out with John Clarke and Jack Smith	25X1/
		25X1A

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Thursday, May 9, 1968

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DIARY NOTES

DD/S

9 May 1968

1. Demonstrations In or Near Agency Buildings--Poor People's March: In reference to my memorandum on actions to be taken on the Poor People's March, the Executive Director called and suggested that we designate a senior person in each Agency building that might be affected. I called Howard Osborn and asked that he initiate this right away and after approval of the listing we will then arrange a briefing session of the officials involved.



- - 3. Deputies Meeting: Colonel White advised that he is going to put the Study on Manpower and the Review of Recruitment on the agenda for the 16 May meeting of the Deputies. He asked me to distribute Dr. Tietjen's paper on medical standards which proposes a special board for the handling of maladaptive cases for consideration at a subsequent meeting. This action will be taken.
 - 4. Payroll: Several comments have been raised about the computerization of our vouchered payroll and the contention that it is a patchwork system which may not weather additional applications of payroll deductions for special purposes. I called a meeting of interested persons from Finance, SIPS, OCS and the DD/S staff to consider this problem. I was assured that our present system meets our requirements and barring any unforeseen catastrophies should adequately meet our payroll requirements. The future SIPS program has still not been conceptualized and there is a basic question as to whether we have one or two payroll programs. I suggested that the basic question be staffed out and a meeting called to discuss this matter. However, I was not prepared to make any decision at this specific meeting.

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meetings on the size of future classes in the CT program, the placement problems of CT's in the Directorates and the numbers game involved in the transferring of CT's from the OTR ceiling to the Directorates, particularly the DD/P. It became evident that DD/P and most all others had overlooked the fact that the CT's for DD/P in FY 1969 are already on the rolls and in training or have been committed and that while DD/P carries the figure of 115 the number is actually 190. I briefed Colonel White on this problem and had of DD/P. Some definite adjustments are in order and these are apparently in process. We do, however, need to make a decision on the size of the November 1968 class and the remaining classes in FY 1969. We should be able to do this within the next ten days to two weeks.

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DIARY NOTES

DD/S

8 May 1968

1. Space Problem: We had a briefing on our space requirements, some of which are quite urgent and others more long range in nature. An immediate solution to provide relief for space at Headquarters and to provide some other immediate requirements would be the possibility of renting a portion of the I asked Logistics to urgently pull up a proposal for rental of this space. I also alerted John Clarke that for alterations and rent for the remainder of this fiscal year I would need about \$30,000. Clarke indicated that this would be readily available. I also advised Logistics to pull up a second paper for additional space which will be necessary for the Language School at Arlington Towers and some other space requirements that are existing or developing.

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Various reports were received of a critical and antagonistic attitude on the part of towards officials and the Agency. It is thought that variable moods ranging from friendliness to outright antagonism may be occasioned by the medication he is taking. I asked, however, that Howard Osborn immediately take over the case because of its security implications and it has been agreed that will serve as a contact point with Our immediate desire is to find out what his problems are and whether he actually has or contemplates visiting members of Congress.

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MEMORANDA		

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DIARY NOTES

DD/S 7 May 1968

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who is presently assigned to RID has been on sick leave since January of this year. He is experiencing a feeling of depression and maladjustment and not much seemed to be taking place as to the resolution of his case and his relationship. I called a meeting of Ralph

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of the case were discussed. I then talked to Dr. Tietjen who gave me a short briefing on the case and indicated that these problems of adjustment are somewhat historical and do occur from time to time. In order to find out where we stand we have designated of Personnel to contact the subject on an exploratory basis to find out more precisely his situation and possibility

and all aspects

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of returning to employment.

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DIARY NOTES

25X1A	<u>DD/S</u> <u>6 May 1968</u>	
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25X1A	I advised Colonel White that the present estimate of	
25X1A	renovation of the for the	
	Security will be able to take	
	care of \$89,000 of the cost this FY 1968 year. Colonel White was not concern with the cost estimates because he recognized renovation was necessary but	ned
STATSPEC	he was concerned that will use one large room for storage of equipment. It was clearly my understanding that the reason Security costs are rising is because they plan to use this room but will now have to convert	STATSPEC
	other rooms into a conference-type facility. Colonel White wanted to know	
STATSPEC	why needed this space and while I propose to call Jack. Jack Blake asked if he could have the opportunity of discussing this action with	25X1A
25X1A	to which I agreed. We should have further answers on this problem in the next several days.	
	in the next several days.	

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DIARY NOTES

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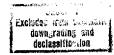
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3 May 1968

Educational Aid Fund: John Bross called to advise that consideration should be given to Educational Aid Fund grants within the last two weeks of May. Bross asked for a nominee from each Directorate to participate in the processing of the scholarship applications. A DD/S nominee is to be named.

I suggested using for a few days in reviewing and structuring the system by which the applications would be reviewed. Mr. Bross was quite 25X1A enthusiastic and I subsequently arranged for to report to the Agency on Monday morning, May 20.

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MEMORANDA		

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Richardson -